

NORTHWESTERN Banker Newsletter

Vol. 12 No. 16

Des Moines, Iowa

August 8, 1983

Brief Services, No Tears for Withholding

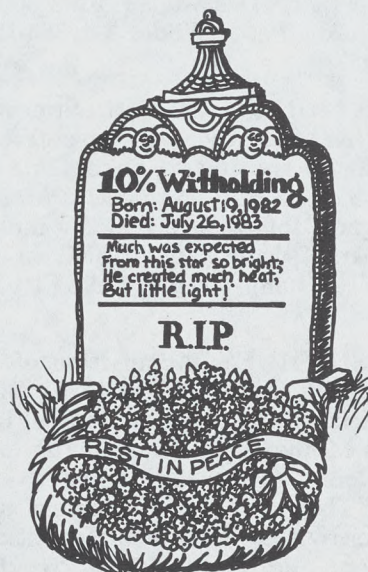
WHEN House and Senate conferees finally agreed on July 27 to kill the ill-conceived 10% withholding at source law it had enacted last year, the funeral was reminiscent of one from the Old West Boot Hill services—no tears, curious onlookers and some officials on hand to make sure the undesirable was actually put six feet under. After conferees signed the death certificate and agreed that the funeral should be held, the House of Representatives nailed the coffin shut by a vote of 392-18 and 6 present, then the Senate lowered it out of sight by a vote of 90-7.

It was furnished without charge by citizens grateful for the removal of the unwanted resident, by the American Bankers Association and the Independent Bankers Association of America.

Since an exasperated Treasury Secretary Donald Regan had earlier authorized a "final" delay of withholding implementation to August 5, it was a foregone conclusion last week that President Reagan would sign the bill by weekend, as he stated publicly he would.

No tears were evident at the services. The debts the deceased left behind—uncollected taxes from those who cheat on their interest and dividend reporting—were taken care of by the will, or rather bill, which provides a minimum of \$300

million additional funding for the IRS posse to catch the bad guys during FYI 1984-88 and the conferees preference for at least an additional \$600 million over that period to implement the compliance program



agreed to.

In addition, the IRS posse is authorized to pursue known bad guys on which it definitely has "wanted" posters by prevailing on the local banker to institute backup withhold-

ing at a rate of 20%. That withholding will continue to the end of the year in which the wayward taxpayer mends his ways and pays up. If it happens after October 15, the withholding will continue through the local bank or s&l for a full calendar year.

The posse has to give the "wanted" guys a four-month advance warning, send them four notices before instituting backup withholding—and then the local banker gets 30 days in which to set the withholding in motion.

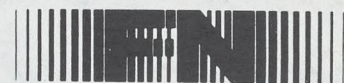
In the meantime, if the rustlers move away, the federal posse will have to trail them to another railroad. They'll get help on this by requiring that after December 31, 1983, new folks in town who open accounts and brokerage relationships must fork over to the bank or s&l a sworn certificate posting their taxpayer ID number and whether they are "wanted" in another county for backup withholding. This might be like asking Jesse James to check in with the Marshal when he gets to town, but at least it's a start in the right direction of tracking down the real varmints.

In any event, the poor, unwanted soul has been laid to rest and his distant cousin, Backup Withholding, will try to redeem the family ranch by himself and beat off the rustlers! But, with the help of his friendly banker, let's hope he gets the job done! □

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Jan Townsend

Iowa News

DES MOINES: Beginning August 8 and lasting one week, Norwest Bank Des Moines, N.A. will offer 11% loans to qualified local residents for purchases made in Polk or Warren counties. According to George F. Milligan, president and COO, bank management decided to reduce consumer loan rates to stimulate local trade and to promote the opening of the bank's new office located at 100th and University Avenue. The 11% rate will be available at any of the six Norwest offices in Des Moines between August 8 and August 15.

DES MOINES: The First Annual Hyatt Benefit Golf and Tennis Tournament for Hospice will be held



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Monday, August 29 with golf at Echo Valley Golf and Country Club and tennis at Racquet Club West. Both tournaments begin at noon with prizes given away for the first hole-in-one on #8 and #3, and for the closest to the pin on #14. A \$40 per person fee includes golf or tennis, dinner and prizes. Dinner only is \$25. Send reservations and registration fees to Hyatt Des Moines, 6215 Fleur Drive, Des Moines, Iowa 50321; attention Peter Wilde; 515/285-1234 X193.

DES MOINES: Henrietta Steig, the mother of Randy Steig, executive director of the Iowa Bankers Association, died July 25 in a Des Moines hospital following a lengthy illness. Funeral services were held in the family's home town of Lake City July 28.

DES MOINES: Acquisition of the \$93 million asset Plaza State Bank by United Central Bancshares, Inc., Des Moines based multi-bank holding company, was completed July 29. The joint announcement was made by UCB President Kenneth M. Myers and Plaza State President John Harmeyer. All outstanding shares were tendered in exchange for UCB holding company shares.

ELKADER: Arthur J. Johnson, chairman of the board of Central State Bank recently passed away after a long illness. Mr. Johnson had been associated with banking the past 61 years.

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DONALD E. HOLDER, Principal

Nebraska News

CALLAWAY: Following the annual meeting of shareholders of the Seven Valleys State Bank, Homer Pierce, president, announced the promotion of James Smith to vice president and loan officer. Mr. Smith joined the bank in 1974.

OMAHA: Mutual of Omaha Companies recently completed the acquisition of Kirkpatrick, Pettis, Smith, Polian Inc., an Omaha-based investment banking and securities brokerage firm. KPSP will continue to maintain offices in Omaha and Lincoln under the same name with no changes in personnel.

Minnesota News

MINNEAPOLIS: Norwest Corporation and Oxford Properties Inc., announced last week tentative plans for a high-rise office building-retail complex to replace the burned out shell of the old Norwest Bank Building, which will be torn down. Expected cost is \$150-\$200 million with 1-1.5 million square feet of office space. Construction is scheduled to begin next summer, with completion in 1987. The complex will occupy the entire square block on the present site of the old building.

MINNEAPOLIS: Gerald A. Kraut and Thomas E. Leary have been elected senior vice presidents by First Bank Minneapolis. Mr. Kraut, who joined the bank in 1973, now heads a new capital markets and treasury group which combines the bank's funding and securities sales functions. Mr. Leary joined in 1957 and is assuming responsibility as head of the credit administration department where he had been vice president since June, 1982.

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We own and offer subject to prior sale and change in price and subject to our attorney's approving opinion:

\$5,500,000
BOONE COMMUNITY SCHOOL DISTRICT, IOWA
School Building Bonds

DATED: August 1, 1983

DENOMINATION: \$5,000

Both principal and semiannual interest (June 1 and December 1; first coupon due June 1, 1984) payable at Citizens National Bank of Boone, Iowa

IN THE OPINION OF COUNSEL INTEREST ON THESE BONDS IS EXEMPT FROM ALL PRESENT FEDERAL INCOME TAXES.

MATURITIES

\$140,000	June 1, 1985	\$320,000	June 1, 1994*
155,000	June 1, 1986	350,000	June 1, 1995*
170,000	June 1, 1987	385,000	June 1, 1996*
185,000	June 1, 1988	425,000	June 1, 1997*
205,000	June 1, 1989	465,000	June 1, 1998*
225,000	June 1, 1990	505,000	June 1, 1999*
245,000	June 1, 1991	555,000	June 1, 2000*
270,000	June 1, 1992	605,000	June 1, 2001*
295,000	June 1, 1993		

*Callable June 1, 1993 at 102% declining to 100%

LEGALITY TO BE APPROVED BY BELIN, HARRIS, HELMICK & HEARTNEY, ATTORNEYS,
DES MOINES, IOWA

The City of Boone is located in central Iowa approximately 45 miles north of Des Moines. The Boone County annual fair is held in August at the town of Boone which is the county seat. The fair consists of 22 acres, livestock and poultry buildings, county auditorium with 1,000 seating capacity. Major employers in the City include Quinn Manufacturing (concrete tile forms); Merit Baking (Archway Cookies); Gates Rubber Company (hydraulic hose connectors) and Mid-States Steel (metal fabricators). Transportation is provided by U.S. Highway 30 and Highway 17. Boone has two banks with assets over \$99,800,000 and two savings and loan associations with assets of \$103,733,306.

These bonds are being issued for the purpose of remodeling and furnishing the existing junior-senior high school and building and furnishing an addition thereto.

FINANCIAL STATEMENT

Assessed Valuation, 1983	\$203,671,734.00
Actual Valuation, 1983	262,813,994.00
Net Direct Debt, including this issue	5,500,000.00
Net Direct Overlapping and Underlying Debt	10,684,516.00
Population, 1983 estimate:	12,602
Net Direct Debt:	\$366.67 per capita
Combined Net Debt:	\$712.30 per capita

The information contained herein is not guaranteed, but is derived from sources we deem reliable and is that on which our purchase of these bonds are based. Bonds of a particular maturity may or may not still be available or may now be available at a price or yield different from that indicated above.

4 Minnesota Independents Meet Aug. 18-21

THE Independent Bankers of Minnesota will meet again this year at the Arrowwood Lodge, Alexandria, for their Annual Convention being held August 18-21.

Serving the association this past year were President Lowell Wakefield, president, First National Bank of Wayzata; First Vice President Larry R. Lindeberg, president, Forest Lake State Bank; Second Vice President James A. Clark, president, Lake Crystal National Bank; Treasurer Thomas J. Grinnell, president, State Bank of Loretto, and Executive Vice President Norbert A. McCrady.

The program schedule for the convention follows:

P.M. Thursday, August 18

- 12:00 Information desk opens, main lobby.
- 2:00 Executive council meeting.
- 4:30 Exhibit hall officially opens.
- 5:30 Cocktails, ballroom.

- 6:45 Welcome night dinner/dance, Clem Brau & the Jolly Lumberjacks, ballroom. Cocktails sponsored by executive council and: American National Bank & Trust Co., St. Paul; F&M Marquette, and Independent State Bank of Minnesota, Minneapolis, and Midway National Bank, St. Paul.

A.M. Friday, August 19

- 7:00 Information desk opens.
- 7:30 Breakfast, convention hall.
- 8:30 Call to order.
 - Greetings from the President, Lowell Wakefield.
 - Convention preview, Bank Study Committee Chairman Jim Clark.
 - Dr. Harry Olson, president, National Association of Independent Businessmen.
 - First report of the nominating committee, Ray Kirkhorn, committee chairman, and president, Security State Bank, Aitkin.
 - Independent Bankers Association of America President James Herrington, and First Vice President, Paul Bringgold.
 - Treasurer's annual report, Association Treasurer Thomas J. Grinnell.
- Ladies Golf Tournament
- Congressman Bill Frenzel. The association report.
- "Continued Growth Essential to Continued Strength For Independent Banking"—B.F. (Chip) Backlund, president, Bartonville Bank, Peoria, Ill.
- 11:30 Higher Education Assistance Foundation, Martin Jagodensky.
- 11:45 Cocktails, sponsored by Federated Cash Management Systems.

P.M.

- 12:00 Luncheon, Jean Vincel, Barclays Traveler Check Program.
- 12:30 Ladies luncheon, Arrowwood dining room. Men's annual golf tournament (9 hole), and mixed tennis tournament.
- 5:30 Cocktail party, ballroom.

A.M. Saturday, August 20

- 7:00 Information desk opens.
- 7:30 Breakfast, convention hall. Ladies breakfast, Arrowwood dining room.
- 8:30 Call to order, announcements.
 - "Data Processing Alternatives for Your Bank"—Mike Miller, partner, McGladrey Hendrickson & Co.
- 9:15 Second report of the resolutions committee and election of officers.
- 9:30 "Your Investment Portfolio"—Rob Northwood, James Baker Co.
- 10:30 "Managing Float on Correspondent Accounts"—Bill Klein, vice president, correspondent bank department, F&M Marquette National Bank; Ron Beck, vice president and cashier, Independent State Bank of Minnesota, and Bob Jacobson, vice president, American National Bank & Trust.
- 11:00 Legal/legislative/regulatory panel.
- 11:30 Commissioner of Commerce Michael Hatch.
- 11:45 Passing of the gavel.

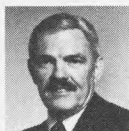
P.M.

- 12:00 Luncheon.
- 5:30 Cocktails.
- 6:30 Dinner/dance, J.D. Shug Band, Jim Barber, magician/ventriloquist.

A.M. Sunday, August 21

- 8:30 Ecumenical church service, lakeside.
- 9:00 Ranch breakfast, lakeside. □

Meet the problem solvers.



Dick Muir



Larry Russell



Steve Panknin



Jeff Goble



Dave Dickens



Melissa Smith

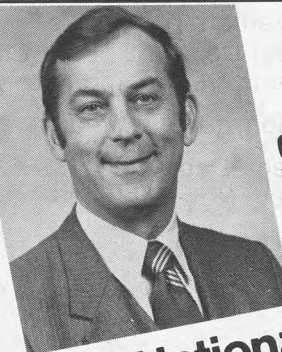
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Leaving the bank for the country is Salisbury Mercantile's Roger Bell, who was employed by bank President Don Reynolds, right. Bell came through AGRicareers concluding an extensive six-month search by the bank.

20 Applicants Came to the Bank to Interview The Only AGRicareers' Candidate Was Hired

Don Reynolds, President of Salisbury Mercantile Bank, Salisbury, Missouri, took considerable pains to locate a new ag lending officer.

Over 30 resumes were considered during the six-month search. About 20 applicants came to the bank to interview. A candidate from each of our AGRicareers two offices was recommended with Roger Bell the only AGRicareers' referral interviewed.

Bell was interviewed and evaluated at Sioux City, Iowa by a per-

sonnel specialist from AGRicareers' Massena, Iowa office before recommendation to the Missouri bank.

He started work December 1, 1982 bringing the bank's ag staff to four. Bell had worked for an Iowa PCA over four years and has an M.S. in Agriculture from the University of Nebraska.

"Roger's qualifications ap-

peared better than all other applicants considered," explains Reynolds. "He gets to know people easily, and is the first person we've hired through a personnel firm."

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NJ-1 AG LOAN OFFICER—Tops in documentation. Writing 15% more quality loans than other loan officers in his organization. Handling \$6½ million portfolio. Excellent farmer rapport. B.B.A. Finance and Insurance. Married. Age: 27. Lives IA. \$26,000. Call Jean at 515/263-9598 if no answer 712/779-3567.

NL-2 AG LOAN OFFICER—Excellent credentials in ag loans, farm appraisals, collections and new business development. Responsible for between \$5-6 million ag loan volume. Farm raised from Iowa. B.S. Ag Business. Age: 25. Lives MN. \$25,000 +. Call Linda at 515/394-5827.

NJ-3 AG BANKING—Has three years of country banking. Worked in all areas of the bank. Was titled 'Loan Officer', but he did everything from ag loans to janitor work. Would be good pick for small town bank. B.S. Ag Business. Married. Age: 29. Lives NE. \$16,000. Call Jeannie at 515/263-9598 if no answer 712/779-3567.

NL-4 SHARP TRAINEE—Iowa farm boy with a four year degree in Finance and Insurance who offers two years selling and servicing Life, Health and Disability Insurance along with estate planning on a straight commission basis. Reference says, "Intelligent, ag background, can talk to farmers...he's more mature than others his age...has a good technical knowledge." Married. Age: 25. Lives MN. \$15,000 plus. Call Linda at 515/394-5827.

NL-5 AG LOAN OFFICER—Overall responsibility for the administration of ag credit programs for a \$30 million loan volume institution for the past four years. Duties include ag credit analysis and preparation and development of cash flows, servicing and collection of accounts. Reference says, "I give him an A-rating...strong in ag lending, PR and personality. He's mentally sharp, mature and motivated!" B.S. Animal Science. Married. Age: 29. Lives MN. \$25,000 plus. Call Linda at 515/394-5827.

NJ-6 BANK CEO/SECOND MAN—Offers 24 years banking experience, past seven as president of \$12 plus million ag-oriented bank, which he increased from \$5 million. Highly respected, receive very good references. Also has strong experience in operations and lending. B.S. Ag Business from I.S.U. Married. Age: 46. Lives IA. \$40,000. Call Jeannie at 515/263-9598.

NL-7 SENIOR LENDING—Fifteen years ag banking experience. Includes ag, commercial, consumer lending, various bank regulations and brand bank management. Several banking schools. Married. Age: 34. Lives WI. \$30,000 plus. Call Linda at 515/394-5827.

NJ-8 AG LENDER—Offers 14 years PCA experience; responsible for \$5 million loan portfolio. Has broad view of changes in ag lending; involved in all aspects from start to finish. Enjoys insurance sales, has real estate sales experience too. B.S. Agronomy. Married. Age: 47. Lives SD. \$27,000. Call Jeannie at 515/263-9598.

"AGRIcareers was extremely helpful!"

—James Neuroth, Senior VP
 1st Bank of Albert Lea, MN

"I'd go through AGRIcareers again."

—David Rouse, President
 Brenton State Bank
 Eagle Grove, Iowa

NL-9 AG BANKING—Branch manager responsible for \$11 million in loans. Stable individual, record of credit quality and presents himself well. Excellent references. B.S. Ag. Married. Age: 38. Lives IA. \$25-\$30,000. Call Linda at 515/394-5827.

NL-10 EXECUTIVE BANKER—Twenty-seven years ag banking where his reference said he portrayed a good image for the bank and a down home place to do business with. Experience includes all types of lending, bank operations for a \$8 plus million bank (investments, insurance, supervision of employees, etc.). Married. Age: 47. Lives MN. \$30,000. Call Linda at 515/394-5827.

NJ-11 VICE PRESIDENT—For past eight years at a \$50 million bank. Very involved in PR, speaks at ag functions in many states. Add this to previous sales experience equals NEW BUSINESS. B.S. Ag Economics. Married. Age: Mid 30's. Lives IA. \$27,000 plus. Call Jeannie at 515/263-9598.

NJ-12 AG LENDER/MARKETING—Started out as an ag loan officer with credit system less than two years ago, rapidly worked his way up to branch manager responsible for \$6 million in loans. Received an OUTSTANDING rating on his performance review (which only 10% in system achieve). Wrote twenty-one new loans last year and fifteen this year... all top quality. Made \$30,000 selling real estate while completing a four year college degree in two years. Eight years U.S. Army (Staff Sgt.). Really a driver. Married. Age: 31. Call Jeannie at 515/263-9598.

NJ-13 AG BANKING—Five years with FLB, has worked his way up to assistant vice president. Has handled complex, multiple entities, problem loans and new business calls. Sound credit aptitude, customer relations and farm background. References say, "Hope he stays...we don't want to lose him." B.S. Ag Business. Married. Age: 27. Lives IA. \$26,000 plus. Call Jeannie at 515/263-9598.

NL-14 FARM REPRESENTATIVE—Presently branch manager of a \$6.5 million office for PCA. Complete loan servicing and supervision of branch. Strong ag background. Reference says, "Did an exceptionally good job...EXCELLENT... relates very well with customers ... would give 120-125% of himself in a position. A.A. Ag Economics. Married. Age: 36. Lives KS. \$20-\$25,000. Call Linda at 515/394-5827.

"I didn't have to review a hundred resumes."

—Dennis Henning, President
 First Trust & Savings Bank
 Wheatland, Iowa

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—Nels Lindquist, Exec. V.P.
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If you have been considering a change, now is an excellent time while the demand for qualified ag lending candidates is especially strong. As a third party, we can offer confidentiality usually required by both the bank employee and employer. Either **Linda** or **Jeannie** would be happy to discuss what kind of exciting career opportunities might be available for a person with your experience.

IOWA

NW-1 VP—Calling on ag customers, ag loans and farm management. C. IA. 3-7 yrs. bank experience. \$28,000.

NW-2 BANK MANAGER—Operations and marketing for a small ag bank. Bank and marketing experience. IA. \$25-30,000.

NW-3 JR LENDER—Entry level position in commercial lending. MIN. of 1-3 yrs. comm. lending experience. IA. \$18-20,000.

NW-4 FARM LOAN OFF.—Ag loan duties for a \$20 million bank. Ag credit experience a must. Sales skills. IA. \$20,000.

NW-5 AG LOAN OFFICER TRAINEE—Farm, comm. and installment loans. MIN. 1-2 years ag credit experience. Sharp. IA. \$14-15,000.

NW-6 MORTGAGE BANKER—Credit analysis, appraisal, cash flows and new business development. Long term lending experience. IA. \$25-30,000.

NW-7 AG LOAN OFFICER—Resp. for ag loan portfolio of \$4 + million, farm calls, and new business development. Banking exp. 1st. C. IA. \$20-30,000.

NW-8 AG LOAN OFFICER—Ag loans, farm calls. Ag loans of \$10 + million. 3-5 years ag credit experience. Outgoing and strong ag background. IA. \$20-25,000.

NW-9 2ND MAN—Ag loans and operations for a small ag bank. Banking experience. Aggressive and sales personality. IA. \$35,000 +.

MINNESOTA

NW-10 2ND MAN—Resp. for ag loans for a \$10 million bank. Other phases of banking also. Banking experience a must. MN. \$20-25,000.

NW-11 VP—Resp. for all types of loans, collections and bank management at times. Bank experience a must. MN. \$25-30,000.

NW-12—LOAN OFFICER—In charge of \$6 + million in ag loans and marketing duties. 2-5 years ag lending (short-term) experience. MN. \$19-21,000.

NW-13 SR. LOAN OFFICER—Supervise lending dept (\$25 + million), loan officers and loan portfolio. PREFERS 7-10 yrs. strong credit documentation experience. MN. \$30-35,000.

SOUTH DAKOTA

NW-14 VP—Resp. for operations of a \$30 + million bank and ag loans. Banking experience. Strong management skills. SD. \$32-40,000.

NW-15 AG LOAN OFFICER—Handle credit, service loan and collections. MIN. 2-3 years ag credit experience. C. SD. \$18-23,000.

NW-16 SR. LOAN OFFICER—In charge of \$6 + million in ag loans. 3-5 years tech. ag credit experience. Good business development skills. SD. \$25-30,000.

ILLINOIS

NW-17 CEO—Assume all responsibilities of small ag bank. Ag credit and banking experience. Outgoing personality. IL. \$30-40,000.

NW-18 AG LOAN OFFICER—Ag loans and some installments for a \$25 + million bank. Cash flows, collections and new business development needed. 2+ years experience. IL. \$18-25,000.

NW-19 AG LENDER—Resp. for ag and comm. loans for \$7 million in ag loans. 2-5 years ag credit experience. Sales personality. IL. \$25,000.

NEBRASKA/KANSAS

NW-20—Several positions in medium sized ag banks as ag loan officers to CEO. Salaries from \$15,000-40,000. Nebraska.

NW-21 VP—Ag loans and some operations. Trainee level position. Farm calls and cash flow analysis. Professional ...analytical ability ...sales skills. KS. \$20,000.

NW-22 AG LOAN OFFICER—Ag credit responsibilities for a \$42 million bank. Ag credit exp. Ag degree. NE. \$18-20,000.

Illinois News

ROCKFORD: At City National Bank & Trust Co., Gordon C. Beyer was recently elected vice president in operations, and Phillip R. Dickinson was promoted to assistant vice president and cashier. Mr. Beyer served as vice president of operations at Lake Shore National Bank for seven years and more recently was senior vice president, cashier and secretary of Glenview State Bank. Mr. Dickinson has been with City Bank 20 years and managed a number of different areas of the bank.

South Dakota News

ABERDEEN: Al Whrenberg has been elected vice president of First Bank - Aberdeen. He began his banking career in 1973 at First Bank of South Dakota in Sioux Falls and remained there until 1976 when he transferred to the Madison branch. Later that year he returned to Sioux Falls, where he served in various capacities as vice president.

YANKTON: Larry F. Ness has been appointed chief executive officer of First Dakota National Bank effective August 15. Mr. Ness joins the bank from First National Bank of Volga, where he has served as executive vice president since 1981.

North Dakota News

COOPERSTOWN: The board of directors of First Bank have elected Robert W. Jorgensen president effective August 15. He succeeds the late Howard E. Brash. Mr. Jorgensen has been associated with First Bank System, Inc., since 1970, when he joined the Grand Forks bank as a management trainee. He has held his current position as vice president of First Bank Park River since 1978.

MINOT: Duane L. Peterson has been appointed vice president of agri-business at Norwest Bank

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Minot, according to John W. Pierson, president. Mr. Peterson joined the Minot bank in 1970 as an agri-business loan interviewer, was promoted to officer status in 1974 and assistant vice president in 1976.

Wyoming News

CHEYENNE: Paul A. Christensen has joined United Savings of Wyoming as executive vice president/lending. Mr. Christensen, 43, previously was executive vice president in charge of all lending at Wyoming National Bank of Casper. A 1961 graduate of the University of Wyoming with a degree in business ad-

ministration, Mr. Christensen began his banking career with United Bank of Denver in 1964, moved to Valley National Bank of Phoenix in 1971 and has been in Casper since 1972.

WHEATLAND: Mike C. Daly, president of the American Bank of Wheatland, recently announced that E. Gerald Gebhart has joined the bank as senior vice president in charge of lending. Mr. Gebhart previously was associated with First Wyoming Bank, also in Wheatland.

South Dakota Group Meetings

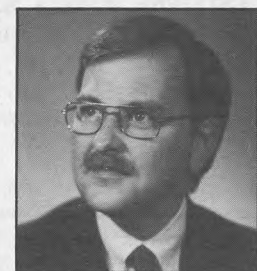
Date	Group	Location
September 19	I	Minnehaha Country Club, Sioux Falls
September 20	III	Holiday Inn, Mitchell
September 21	II	The Galley, Webster
September 22	IV	Wrangler Motor Lodge & Moose Lodge #1685, Mobridge
September 23	V	Howard Johnson's Motor Lodge, Rapid City

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SENIOR OPERATIONS OFFICER

\$180 million core bank of growing holding company. Ideal candidate will be from related size bank with seasoned experience in general operations; particularly in customer contact areas, DP, planning and product/service development. Salary commensurate. Aggressive northeast Iowa locale. Send resume/salary needs to Peoples Bank & Trust, P. Petersen, AVP Human Resources, P.O. Box 360, Waterloo, IA 50704. (PA)

AA/EOE

POSITION AVAILABLE

INSURANCE SALES MANAGER—At least two years banking experience desired - not necessary. Base salary plus commission. Send resume to Frank Osowski/EVP, National Bank of Canby, P.O. Box 70, Canby, MN 56220. (PA)

The National Bank of Waterloo, Iowa, has opening for a **CORRESPONDENT BANK OFFICER**. Need strong experience in lending and operations. Send resume to Diane Good, National Bank of Waterloo, 100 E. Park Ave., Waterloo, Iowa 50704. (PA)

The National Bank of Waterloo has opening for an **AUDITOR**. Need CPA plus two to three years audit experience. Banking experience would be helpful. If interested, please send resume to Diane Good, National Bank of Waterloo, 100 E. Park Ave., Waterloo, Iowa 50704. (PA)

V.P.-AG LENDING—Number two position in rural SW Iowa bank near metro area. Several years' ag lending experience necessary. Salary commensurate with ability. Send resume and salary requirements to Mike Keim; 9691 Meadow Drive; Omaha, Nebr. 68114. (PA)

CASHIER—\$25 million southwestern Minnesota bank in town of 1,500 people seeking top notch operations person for somewhat sophisticated shop. Salary commensurate with experience. Please send resume to file UBQ, c/o Northwestern Banker. (PA)

OPERATIONS OFFICER—\$20 million bank located in southern Minnesota in a community of 1,800 people seeking aggressive individual to oversee all bank operations. Excellent opportunity for right individual. Please send resume to file UBR, c/o Northwestern Banker. (PA)

\$43 million northeast Wyoming bank has opening for **LOAN OFFICER** with 3-5 years bank loan experience. Degree and ag background preferred. Send resume to: First State Bank of New Castle, P.O. Box 910, New Castle, Wyoming 82701. (PA)

BANKERS AVAILABLE

CEO with proven high performance record in community bank seeks new opportunity. Salary \$45,000

Commercial Lenders with experience ranging from three to 20 years. Salary to \$50,000

Senior Ag Lenders with experience ranging from 5 to 20 years. Salary to \$40,000

Junior Ag Lenders with one to five years experience. Salary to \$25,000

Administrative Officers with major banking experience. Salary to \$50,000

Installment Lenders with over five years banking experience. Salary to \$25,000

Operations people with over five years experience. Salary to \$30,000

If you are considering an additional officer, we have dozens of qualified applicants listed in most job categories. Write or call Malcolm Freeland c/o Freeland Financial Services, Inc., 1032 Carriers Bldg., Des Moines, IA 50309. Phone 515/282-6462. Employer pays reasonable fee.

POSITIONS AVAILABLE

CEO for western Illinois community bank. Requires minimum of five years experience with emphasis on ag lending. Salary to \$36,000

EXECUTIVE position with northern Iowa bank. Must be good administrator, lender, and civic leader. Salary \$40,000

Number Two person for western Iowa community bank. Can lead to number one position in two years. Prefer ag-oriented person. Salary \$40,000

Commercial Lender for \$60 million community bank located in town of 5,000. Must have demonstrated lending ability to small business. Salary to \$40,000

Commercial Lender for major eastern Iowa bank. Requires minimum of five years experience. Salary \$36,000

Commercial Lender for southeastern Iowa bank. Requires sufficient experience to head department in \$45 million bank. Salary \$36,000

Ag Lender for southern Minnesota community bank. Excellent opportunity for person with experience in either bank or PCA. Salary to \$30,000

Ag Lender for community bank in northeast Iowa dairy region. Will consider either bank or PCA experience. Salary to \$25,000

Commercial Lender for major Iowa bank. Requires three or more years experience and college degree. Salary to \$32,000

Ag Lender for north central Iowa bank. Requires degree and two or more years experience. Salary to \$25,000

Ag Lender for northwest Iowa community bank. Requires experience with bank or PCA. Insurance licenses a plus. Salary \$25,000

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POSITIONS AVAILABLE

OPERATIONS—handle reports, personnel, asset/liability, management for \$60MM community bank. Degree preferred. \$32K

REAL ESTATE LOAN—manage estate loan function (mostly residential) for medium size holding company. \$30K

AGRILOAN—affiliate of major holding company seeks experienced ag lender to handle all ag credits and some commercial. \$30K

COMMERCIAL LOAN—\$60MM suburban bank seeks junior commercial lender with two-three years bank lending experience. \$28K

EXECUTIVE OFFICER—large community bank desires senior commercial lender with administrative experience. Second position. \$40K

AGRI-REP—junior management position with \$30MM rural bank. Requires degree and one-two yrs. bank experience. \$18K

INSTALLMENT LOAN—\$30MM rural bank with \$4MM installment portfolio. Some real estate lending duties involved. \$20K

To inquire about a position, forward resume' and salary requirements or contact:

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